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ABSTRACT

This document is a summary of 1973-74 salaries paid to faculty and administrative offices in higher education. Highlights of the data indicate: (1) The median salary paid to faculty in a 4-year institution is $14,373, up 11.1 percent above the median reported two years ago. (2) The median salary paid to faculty in public 2-year institutions is $13,476, up 12.8 percent from 1971-72. (3) The median of the percents of increase 4-year institutions reported paying, on the average, to continuing faculty was 5.3 percent between 1971-72 and 1972-73, and was 5.5 percent between 1972-73 and 1973-74. (4) The median of the percent of increase public 2-year institutions reported paying, on the average, to continuing faculty was 5.7 percent between 1971-72 and 1972-73, and was 6.4 percent between 1972-73 and 1973-74. Tables provide a summary of annual contractual salaries for the standard academic year of two semesters, three quarters, or two terms of a trimester program. Included are salaries of full-time faculty whose major assignment is instruction, including those with release time for research; department chairmen without other administrative titles; faculty members on sabbatical leave; and faculty members of religious orders whose salaries are paid and determined by the same principles as those that apply to lay faculty. (MJM)

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RESEARCH MEMO 1974-1 November 1974

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SUMMARY OF SALARIES PAID IN HIGHER EDUCATION, 1973-74

THIS IS A SUMMARY REPORT of salaries paid to faculty, selected professional staff, and administrators in higher education in 1973-74.

Questionnaires were returned by 1,547 institutions, 52.3 percent of the 2,957 invited to participate. The rate of response is highest among public 4-year institutions (72.3 percent), next highest among public 2-year institutions (54.1 percent), third highest among nonpublic 4-year institutions (46.6 percent), and is lowest among nonpublic 2-year institutions (31.7 percent). Responses were received from 67.4 percent of the public and private universities and 49.2 percent of the 4-year colleges.

While the response rate is higher among public universities than among public colleges, it is lower among institutions in the category of large enrollment for a given type of institution than in the categories of smaller enrollments. As a result, the number of faculty in the responding institutions represents 59.1 percent of the estimated total number of faculty in 4-year institutions (68.4 percent in public institutions and 40.3 percent in nonpublic institutions). The percents of the estimated total number of faculty represented by the number of faculty in the institutions responding to this survey are 69.9 percent in public universities, 58.2 percent in public colleges, 44.7 percent in nonpublic colleges, and 34.9 percent in nonpublic universities.

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Salaries Paid to Faculty

- The median salary paid to faculty in 4-year institutions (all ranks combined) is $14,373, up 11.1 percent above the median reported two years ago. The median salary paid to faculty in *public* 4-year institutions is $14,827, up 11.6 percent over the median two years ago. The median salary paid to faculty in *nonpublic* 4-year institutions is $12,714, up 5.9 percent over the median two years ago.
- The median salary paid to faculty in *public* 2-year institutions is $13,476, up 12.8 percent from two years ago. The median salary paid to faculty in *nonpublic* 2-year institutions is $9,457, up 6.8 percent from two years ago.
- The median of the *percents of increase* 4-year institutions reported paying, on the average, *to continuing faculty* was 5.3 percent between 1971-72 and 1972-73, and was 5.5 percent between 1972-73 and 1973-74.
- The median of the *percents of increase* public 2-year institutions reported paying, on the average, *to continuing faculty* was 5.7 percent between 1971-72 and 1972-73, and was 6.4 percent between 1972-73 and 1973-74.

The attached tables are a summary of annual contractual salaries (excluding payments in kind for fringe benefits) for the standard academic year of two semesters, three quarters, or two terms of a trimester program. When contracts were for longer periods, the salaries were converted to a 9-month basis. However, no conversions were made for salaries for 9-10 month appointments which are paid in 10, 12, or more installments.

Included are salaries of *full-time* faculty whose major assignment is instruction, including those with released time for research; department chairmen without other administrative titles; faculty members on sabbatical leave; and faculty members of religious orders whose salaries are paid and determined by the same principles as those which apply to lay faculty.

Institutions were requested to report faculty salaries paid or committed to be paid for the 1973-74 academic year as of October 1, 1973.

Institutions are classified as *university* and *college* on the basis of the internal organization rather than the legal title. A *university* in this summary is a complex institution with three or more graduate or professional schools. All others are *colleges*.

The states composing the regional groupings are: *New England:* Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont. *Mideast:* Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania. *South-*

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east: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia. *Great Lakes:* Illinois, Indiana, Michigan, Ohio, Wisconsin. *Plains:* Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota. *Southwest:* Arizona, New Mexico, Oklahoma, Texas. *Rocky Mountain:* Colorado, Idaho, Montana, Utah, Wyoming. *Far West:* Alaska, California, Hawaii, Nevada, Oregon, Washington.

The quartiles provide a brief summary of the distribution of salaries paid. The first quartile (Q1) is the salary level below which the salaries of 25 percent of the persons are reported, the median is the salary level below which (and above which) the salaries of 50 percent of the persons are reported, the third quartile is the salary level below which the salaries of 75 percent of the persons are reported.

Tables 1A and 1B provide quartiles of faculty salaries by rank in 4-year institutions grouped by type and by region. Table 2 provides quartiles of faculty salaries in 2-year institutions by institutional control, region, and size of enrollment.

The median of the percents of increase in average salaries paid to *continuing* full-time faculty in 1973-74 over salaries paid to them in 1972-73 was 5.5 percent in 4-year institutions and was 6.1 percent in 2-year institutions. Among 4-year institutions grouped by type this percent of increase ranged from 5.8 percent in the two largest enrollment classifications of public universities, 5.7 percent in small public universities, 5.6 percent in both classifications of nonpublic universities and in public colleges, 5.5 percent in large nonpublic colleges, 5.4 percent in small nonpublic colleges, and 5.3 percent in nonpublic colleges enrolling 500 to 999 students. The median percent of increase for *continuing* faculty was 6.4 percent in public 2-year institutions and was 5.3 percent in nonpublic 2-year institutions.

Salaries Paid to Persons in Administrative and Professional Support Positions

The quartiles of salaries paid to persons in the major administrative and professional support positions are summarized in Tables 3 and 4. The tables show also the percent of these persons who were reported to have been in the same position in 1972-73 along with the percent of average salary of these persons which is represented by the average of the amounts of their salary increases from 1972-73. These are summaries of annual contract salaries exclusive of fringe benefits.

Table 5 contains a similar summary of salaries paid to persons in the positions reported most frequently in 4-year institutions with the information listed by type of institution. The characteristics of institutions in each stratum listed in Table 5 are shown in Table 1A.

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TABLE 1A.–QUARTILES OF FACULTY SALARIES PAID IN INSTITUTIONS GRANTING THE 4-YEAR BACHELOR'S OR HIGHER DEGREE, 1973-74, BY TYPE OF INSTITUTION

Type of institution and enrollment	Total, all ranks	Professors	Associate professors	Assistant professors	Instructors and lecturers
1	2	3	4	5	6
Total, all institutions					
Q1	$12,040	$17,399	$13,911	$11,468	$ 9,132
Median	14,373	19,897	15,331	12,644	10,211
Q3	17,722	22,724	16,955	13,817	11,560
Public universities					
10,000 or more (stratum I)					
Q1	13,164	18,709	14,762	12,190	9,341
Median	15,682	21,238	15,918	13,186	10,498
Q3	19,390	23,817	17,405	14,218	12,262
5,000 - 9,999 (stratum II)					
Q1	12,131	16,865	13,908	11,614	9,191
Median	14,187	18,717	15,144	12,644	10,229
Q3	16,983	21,070	16,731	13,782	11,444
Below 5,000 (stratum III)					
Q1	11,770	16,931	13,940	11,439	9,200
Median	14,001	19,302	15,342	12,559	10,157
Q3	17,111	22,119	17,301	13,815	11,248
Nonpublic universities					
5,000 or more (stratum IV)					
Q1	12,719	18,607	14,337	11,624	9,027
Median	15,496	21,506	15,683	12,750	10,353
Q3	19,759	25,177	17,207	14,061	11,630
Below 5,000 (stratum V)					
Q1	11,447	16,281	13,048	11,047	9,028
Median	13,636	19,124	14,732	12,243	10,055
Q3	16,874	22,147	16,413	13,372	11,060
Public colleges (stratum VI)					
Q1	11,582	16,206	13,463	11,414	9,636
Median	13,518	18,352	14,916	12,470	10,748
Q3	16,378	21,711	17,108	13,925	12,614
Nonpublic colleges					
1,000 or more (stratum VII)					
Q1	10,760	15,061	12,329	10,556	8,895
Median	12,410	16,822	13,570	11,488	9,708
Q3	14,882	18,983	14,838	12,447	10,622
500 - 999 (stratum VIII)					
Q1	9,649	12,859	10,897	9,555	8,103
Median	11,081	14,690	12,164	10,499	8,864
Q3	13,076	16,728	13,494	11,451	9,719
Below 500 (stratum IX)					
Q1	8,888	11,183	9,886	8,778	7,334
Median	10,639	13,554	11,321	9,893	8,479
Q3	12,988	16,779	13,014	11,186	9,629
All universities					
Q1	12,605	18,058	14,322	11,828	9,240
Median	14,956	20,456	15,626	12,930	10,332
Q3	18,324	22,995	17,203	13,994	11,735
All colleges					
Q1	10,600	14,443	12,132	10,482	8,845
Median	12,421	16,685	13,663	11,618	9,876
Q3	15,034	19,281	15,320	12,868	11,161

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TABLE 1B.—QUARTILES OF FACULTY SALARIES PAID IN INSTITUTIONS GRANTING THE 4-YEAR BACHELOR'S OR HIGHER DEGREE, 1973-74, BY REGION

Region	All ranks	Professors	Associate professors	Assistant professors	Instructors and lecturers
1	2	3	4	5	6
New England					
Q1	$12,097	$17,524	$14,446	$11,743	$ 9,803
Median	14,264	20,509	15,889	12,779	10,810
Q3	17,587	24,211	17,738	14,010	11,793
Mideast					
Q1	12,718	19,159	14,987	12,064	10,022
Median	15,615	21,658	16,966	13,389	11,411
Q3	19,252	25,667	18,825	15,133	14,445
Southeast					
Q1	11,249	15,917	13,136	11,048	8,746
Median	13,454	18,293	14,704	12,187	9,638
Q3	16,333	21,370	16,412	13,499	10,733
Great Lakes					
Q1	12,238	17,796	14,161	11,642	9,273
Median	14,502	19,884	15,345	12,724	10,302
Q3	17,739	22,752	16,649	13,822	11,477
Plains					
Q1	11,320	16,153	13,030	10,946	8,930
Median	13,414	18,267	14,386	11,980	9,755
Q3	16,350	20,886	15,856	13,127	10,758
Southwest					
Q1	11,582	16,796	13,604	11,263	8,610
Median	13,967	18,727	14,864	12,330	9,660
Q3	17,087	21,345	16,241	13,382	10,688
Rocky Mountain					
Q1	11,772	16,298	13,170	11,009	8,740
Median	13,885	18,163	14,337	12,002	9,579
Q3	16,682	20,438	15,726	13,109	10,729
Far West					
Q1	13,226	18,692	14,392	12,002	9,402
Median	15,515	21,638	15,576	13,084	10,644
Q3	19,760	22,867	16,887	13,650	11,997
Public					
Q1	12,531	17,974	14,298	11,822	9,317
Median	14,827	20,340	15,617	12,926	10,408
Q3	18,148	22,891	17,231	14,015	11,902
Nonpublic					
Q1	10,692	15,110	12,139	10,368	8,552
Median	12,714	17,850	13,856	11,524	9,531
Q3	15,722	21,254	15,537	12,776	10,649

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TABLE 2.—QUARTILES OF FACULTY SALARIES PAID IN 2-YEAR INSTITUTIONS, 1973-74, BY INSTITUTIONAL CONTROL, REGION, AND SIZE OF ENROLLMENT

Control, region, and enrollment	Number of institutions	Number of faculty	Faculty salaries		
			First quartile	Median	Third quartile
1	2	3	4	5	6
PUBLIC					
Total	490	42,031	$10,993	$13,476	$16,722
New England	34	2,328	11,083	12,462	14,282
Mideast	72	7,793	11,715	14,657	17,939
Southeast	79	4,725	9,388	10,537	12,078
Great Lakes	72	6,905	11,984	14,410	16,888
Plains	61	3,214	10,116	11,694	13,739
Southwest	52	3,884	9,558	10,837	12,141
Rocky Mountain	15	771	9,606	10,948	12,361
Far West	105	12,411	13,611	16,140	18,596
Enrollment 2,000 or more	157	25,332	12,222	14,925	17,867
1,000-1,999	121	9,640	10,401	12,442	15,328
Below 1,000	212	7,059	9,503	10,863	12,547
NONPUBLIC					
Total	79	1,515	8,426	9,457	10,882
New England	11	261	9,617	10,670	11,630
Mideast	16	301	8,901	9,638	10,799
Southeast	25	430	8,023	8,475	9,394
Great Lakes	9	178	9,828	11,033	12,486
Plains	7	140	8,654	9,825	11,571
Southwest	7	172	8,135	8,833	9,470

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TABLE 5.—SALARIES PAID, PERCENT OF OFFICERS IN SAME POSITION BOTH YEARS, AND PERCENT OF INCREASE IN AVERAGE SALARY PAID TO OFFICERS CONTINUING IN SAME POSITION IN 1973-74, FOR INSTITUTIONS GRANTING THE BACHELOR'S OR HIGHER DEGREE

Position	Number of persons	Salaries paid in 1973-74			Persons continuing in same position	
		First quartile	Median	Third quartile	Percent	Average increase as percent of average salary
1	2	3	4	5	6	7
1. President or chancellor (chief administrative officer)	800	$25,200	$31,342	$38,250	85.4	5.4
2. Executive vice-president	172	22,500	27,667	33,667	79.1	5.5
3. Assistant to the president	341	14,420	17,688	21,984	71.3	6.9
4. Planning vice-president or director	144	21,167	24,750	29,647	66.0	5.9
5. Organized research vice-president or director	95	21,188	28,050	31,625	83.2	5.3
6. Institutional research director	225	15,401	19,321	23,588	73.3	5.8
7. Academic vice-president or provost	437	24,011	28,614	33,603	77.6	5.7
8. Dean of administration or dean of faculty or dean of instruction	273	17,304	21,271	25,594	80.6	5.8
9. Dean of the college (for colleges only)	194	17,563	22,000	25,375	84.0	5.5
10. Student personnel services vice-president or director (chief student affairs officer)	673	14,935	19,117	25,313	76.4	6.4
11. Dean of men	270	12,054	14,500	17,625	78.9	5.9
12. Dean of women	309	10,375	13,196	15,839	81.6	6.1
13. Dean or director of admissions	678	12,893	15,773	19,337	76.1	6.0
14. Registrar or director of registration	695	11,212	14,443	17,681	82.2	6.3
15. Dean or director of student placement	438	11,588	14,588	17,875	76.3	6.3
16. Dean or director of student testing and counseling	393	13,433	17,050	20,140	78.9	5.5
17. Director of student financial aid	618	10,349	13,000	15,739	76.9	7.0
18. Business vice-president or business manager (chief business officer)	769	16,456	21,039	27,403	84.0	6.9
19. Development vice-president or director	506	15,750	19,235	23,925	77.5	5.7
20. Budget officer or director	181	15,446	18,271	21,188	81.8	7.1
21. Controller	362	13,917	17,219	20,375	85.4	6.8
22. Director of non-academic personnel	303	12,567	15,194	18,927	75.6	7.3

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TABLE 3.—SALARIES PAID, PERCENT OF OFFICERS IN SAME POSITION BOTH YEARS, AND PERCENT OF INCREASE IN AVERAGE SALARY PAID TO OFFICERS CONTINUING IN SAME POSITION IN 1973-74, FOR INSTITUTIONS GRANTING THE BACHELOR'S OR HIGHER DEGREE (Con't)

Position	Number of persons	Salaries Paid in 1973-74			Persons continuing in same position	
		First quartile	Median	Third quartile	Percent	Average increase as percent of average salary
1	2	3	4	5	6	7
23. Public relations vice-president or director	441	11,419	15,523	19,721	75.3	5.8
24. Alumni services director	409	10,548	13,080	15,920	79.0	6.0
25. Director of information	288	11,125	13,955	17,278	80.6	5.9
26. Director of libraries or chief librarian	787	12,563	16,417	21,445	82.7	5.7
27. Director of audiovisual services	280	10,643	14,500	19,000	83.6	5.9
28. Director of evening school	108	14,800	17,375	22,250	81.5	6.0
29. Director of extension	150	17,375	22,000	26,813	74.7	6.1
30. Director of summer session	88	16,250	20,750	24,750	81.8	7.6
31. Director or principal of laboratory school	83	15,438	18,438	21,906	83.1	5.4
32. Director of athletics	465	14,158	17,515	21,625	84.5	5.2
33. Head football coach	247	13,567	16,159	20,011	82.2	5.6
34. Head basketball coach	340	12,239	14,700	17,667	83.2	6.0

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TABLE 4.—QUARTILES OF SALARIES PAID TO MAJOR ADMINISTRATIVE POSITIONS IN 2-YEAR INSTITUTIONS, 1973-74, PERCENT OF OFFICERS IN SAME POSITION AS LAST YEAR, AND PERCENT OF INCREASE IN AVERAGE SALARY OF CONTINUING OFFICERS

Type of institution and administrative position	Number of persons	Salaries paid in 1973-74			Persons continuing in same position	
		First quartile	Median	Third quartile	Percent	Average increase as percent of average salary
1	2	3	4	5	6	7
PUBLIC INSTITUTIONS						
Chief administrative officer (president, dean or director; *not* superintendent of schools)	421	$24,486	$28,850	$31,612	86.2	6.7
Assistant administrative officer	132	17,000	19,833	23,250	72.7	7.9
Academic dean or vice-president (chief academic officer)	327	19,242	22,213	25,963	80.7	7.6
Dean or director of students (chief student affairs officer)	398	16,645	19,944	23,434	84.4	8.1
Business manager or director (chief business officer)	383	16,080	18,942	23,569	79.9	8.1
Dean or director of:						
Instruction	168	18,429	22,500	25,813	79.2	7.3
Institutional research	96	14,750	17,667	19,900	69.8	9.3
Technical-vocational education	199	15,931	18,472	21,906	76.4	7.7
Evening or extended day sessions	182	15,536	18,250	22,625	79.7	8.6
Adult education	161	14,792	16,875	19,797	79.5	8.3
Dean or director of:						
Guidance	155	13,750	16,667	20,100	77.0	7.7
Student testing	39	11,292	16,250	19,313	74.4	8.9
Men	28	12,250	19,500	25,500	85.7	7.1
Women	22	12,375	18,750	25,125	81.8	7.5
Athletics	118	13,458	15,875	18,813	82.2	6.2
Public relations	153	11,525	14,750	17,875	72.5	8.1
Admissions	155	14,338	16,386	19,031	81.9	6.9
Libraries (chief librarian)	377	12,510	15,631	18,911	84.6	8.0
Registrar	252	12,227	15,706	18,667	84.5	7.9
Assistant or associate dean	192	18,583	20,962	24,500	72.9	7.7
NONPUBLIC INSTITUTIONS						
Chief administrative officer	54	16,083	20,429	25,417	81.5	7.6
Academic vice-president or dean	52	12,125	15,125	17,833	67.3	5.0
Dean of students	47	10,292	12,036	13,156	63.8	6.4
Business manager	50	10,875	14,167	16,750	86.0	5.2
Director of admissions	32	9,500	11,500	13,100	65.6	6.6
Chief librarian	47	8,675	9,688	12,031	89.4	5.0
Registrar	38	9,250	10,667	12,393	65.8	5.4

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TABLE 5. SALARIES PAID, PERCENT OF OFFICERS IN SAME POSITION IN 1972-73, AND PERCENT OF INCREASE IN AVERAGE SALARY PAID TO OFFICERS CONTINUING IN SAME POSITION IN 1973-74, IN INSTITUTIONS GRANTING THE 4-YEAR BACHELOR'S OR HIGHER DEGREE, BY TYPE OF INSTITUTION

Position and type of institution	Number of persons	Salaries Paid in 1973-74			Persons continuing in same position	
		First quartile	Median	Third quartile	Percent	Average increase as percent of average salary
1	2	3	4	5	6	7
President						
Total	800	$25,200	$31,342	$38,250	85.4	5.4
I	73	40,320	43,000	46,579	69.9	3.6
II	83	32,950	36,459	40,425	85.5	5.0
III	85	30,117	35,400	41,000	72.9	4.9
IV	7	...	45,000	...	100.0	3.6
V	42	31,000	37,500	42,000	88.1	4.8
VI	101	27,075	31,100	35,181	89.1	6.6
VII	128	27,000	31,500	37,500	90.6	5.1
VIII	137	22,000	25,000	30,000	92.7	5.1
IX	144	17,150	21,000	25,000	84.7	6.7
Assistant to the president						
Total	341	14,420	17,688	21,984	71.3	6.9
I	53	18,026	23,000	27,680	75.5	6.3
II	44	18,000	22,000	25,035	75.0	7.4
III	46	15,895	19,287	23,978	65.2	10.2
IV	...	...	...	...	...	...
V	27	12,000	16,500	19,100	70.4	7.8
VI	52	14,807	17,238	19,668	65.4	7.2
VII	53	13,475	15,300	18,975	75.5	5.3
VIII	34	11,100	13,377	15,500	70.6	4.4
IX	29	10,600	13,500	15,975	72.4	7.3
Academic vice-president or provost						
Total	437	24,011	28,614	33,603	77.6	5.7
I	63	33,636	35,606	38,731	66.7	5.0
II	74	28,084	30,120	32,680	77.0	5.6
III	71	26,775	30,000	33,636	76.4	6.3
IV	7	...	34,894	...	85.7	5.0
V	33	24,887	29,780	33,500	8..	5.2
VI	45	25,050	27,343	28,763	80.0	5.8
VII	71	21,650	24,600	28,632	77.5	5.9
VIII	45	18,575	20,846	23,090	84.4	5.2
IX	28	13,000	16,617	18,900	92.9	6.4
Dean of administration or instruction						
Total	273	17,304	21,271	25,594	80.6	5.3
I	11	31,400	35,000	38,781	81.8	4.6
II	11	23,126	24,300	29,466	90.9	5.2
III	16	23,847	26,995	31,000	100.0	7.9
IV	6	...	29,500	...	66.7	8.8
V	12	20,000	25,290	31,600	91.7	4.6
VI	50	22,371	24,250	26,956	78.0	6.9
VII	39	17,500	20,250	24,250	79.5	5.6
VIII	57	14,635	18,000	21,000	75.4	4.8
IX	71	13,589	16,207	19,700	80.3	5.6
Director of student personnel services						
Total	673	14,935	19,117	25,313	76.4	6.4
I	72	26,988	29,748	31,500	66.7	6.7
II	80	23,100	26,007	28,069	80.0	5.9
III	80	19,100	23,087	27,400	68.8	7.3
IV	9	...	24,000	...	77.8	9.0
V	36	18,000	21,191	24,860	83.3	5.1
VI	89	17,235	19,656	23,892	83.1	7.0
VII	117	14,825	17,000	20,000	82.9	6.1
VIII	112	12,040	14,200	16,125	76.8	6.1
IX	78	10,000	12,000	13,922	67.9	6.0

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TABLE 5.—SALARIES PAID, PERCENT OF OFFICERS IN SAME POSITION IN 1972-73, AND PERCENT OF INCREASE IN AVERAGE SALARY PAID TO OFFICERS CONTINUING IN SAME POSITION IN 1973-74, IN INSTITUTIONS GRANTING THE 4-YEAR BACHELOR'S OR HIGHER DEGREE, BY TYPE OF INSTITUTION (Continued)

Position and type of institution	Number of persons	Salaries Paid in 1973-74			Persons continuing in same position	
		First quartile	Median	Third quartile	Percent	Average increase as percent of average salary
1	2	3	4	5	6	7
Dean of men						
Total	270	$12,054	$14,500	$17,625	78.9	5.9
I	15	17,575	20,124	24,200	100.0	7.8
II	47	14,580	16,803	18,973	85.1	5.5
III	35	14,108	15,762	18,930	77.1	5.4
IV	...	...	...	...	...	...
V	17	11,015	14,000	17,575	64.7	3.9
VI	41	13,000	14,000	15,900	82.9	6.0
VII	52	10,740	14,162	15,600	76.9	5.8
VIII	41	9,981	11,000	12,795	73.2	5.7
IX	21	7,425	10,430	12,284	76.2	7.6
Dean of women						
Total	309	10,375	13,196	15,839	81.6	6.1
I	11	17,445	19,550	20,425	100.0	6.3
II	43	14,122	15,324	17,437	90.7	6.9
III	37	13,800	15,500	18,423	64.9	7.0
IV	...	...	...	...	...	...
V	17	11,003	13,000	15,093	88.2	5.5
VI	50	11,815	14,060	15,878	82.0	5.9
VII	59	10,597	12,032	15,000	79.7	5.7
VIII	60	8,685	10,045	11,428	85.0	5.7
IX	30	6,350	8,015	9,900	73.3	6.2
Director of admissions						
Total	678	12,893	15,773	19,337	76.1	6.0
I	64	20,768	22,600	25,992	76.6	5.6
II	76	16,566	18,608	22,000	84.2	5.9
III	68	14,900	17,022	20,300	73.5	5.7
IV	10	15,369	19,250	21,650	80.0	7.2
V	46	14,190	16,500	19,150	78.3	5.1
VI	74	13,550	15,284	18,680	78.4	6.2
VII	131	13,911	15,700	18,000	78.6	6.1
VIII	123	11,000	12,600	15,021	76.4	6.0
IX	86	10,000	12,000	13,877	62.8	6.5
Registrar						
Total	695	11,212	14,443	17,681	82.2	6.3
I	62	16,700	19,350	21,984	72.6	8.0
II	73	16,012	18,000	21,159	83.6	6.1
III	72	13,044	15,844	19,500	72.6	5.6
IV	9	...	16,275	...	88.9	5.6
V	41	12,544	15,100	18,1 9	92.7	8.1
VI	86	13,914	16,207	18,952	79.1	6.0
VII	128	12,309	14,000	16,000	85.2	6.1
VIII	119	9,045	11,500	13,300	84.0	5.3
IX	105	8,000	9,469	11,425	84.8	7.1
Director of student placement						
Total	438	11,588	14,588	17,875	76.3	6.3
I	65	16,550	19,152	22,659	73.8	6.0
II	76	13,525	16,450	21,096	76.3	5.2
III	55	13,977	16,488	21,051	76.4	5.9
IV	8	...	16,324	...	87.5	5.9
V	31	10,681	12,000	14,850	77.4	9.5
VI	55	11,911	14,537	16,002	80.0	7.4
VII	80	9,000	12,685	14,987	83.8	6.2
VIII	49	9,023	10,008	12,000	61.2	5.2
IX	19	9,593	10,726	11,694	73.7	5.8

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TABLE 5. SALARIES PAID, PERCENT OF OFFICERS IN SAME POSITION IN 1972-73, AND PERCENT OF INCREASE IN AVERAGE SALARY PAID TO OFFICERS CONTINUING IN SAME POSITION IN 1973-74, IN INSTITUTIONS GRANTING THE 4-YEAR BACHELOR'S OR HIGHER DEGREE, BY TYPE OF INSTITUTION (Continued)

Position and type of institution	Number of persons	Salaries Paid in 1973-74			Persons continuing in same position	
		First quartile	Median	Third quartile	Percent	Average increase as percent of average salary
1	2	3	4	5	6	7
Director of student testing and counselling						
Total	393	$13,433	$17,050	$20,140	78.9	5.5
I	64	19,600	22,326	23,736	81.3	6.0
II	65	17,007	18,400	20,168	83.1	5.6
III	52	16,100	17,745	21,240	69.2	4.9
IV	8	...	20,750	...	87.5	5.9
V	32	12,525	16,272	18,500	81.3	4.7
VI	55	13,626	16,320	17,420	83.6	6.2
VII	62	12,164	14,344	16,707	79.0	5.7
VIII	44	9,500	11,135	12,650	68.2	4.7
IX	11	9,045	10,750	11,625	90.9	4.6
Director of student financial aid						
Total	618	10,349	13,000	15,739	76.9	7.0
I	67	15,750	18,270	20,880	77.6	7.8
II	81	13,895	15,000	17,160	75.3	6.3
III	75	12,575	14,560	17,341	76.0	6.8
IV	9	...	15,492	...	77.8	7.9
V	41	11,450	12,500	15,225	80.5	6.3
VI	78	11,328	12,636	14,855	82.1	7.3
VII	128	9,700	11,708	13,700	78.9	7.6
VIII	103	8,237	10,000	11,473	72.8	5.8
IX	36	7,104	8,690	11,000	69.4	9.1
Business manager						
Total	769	16,456	21,039	27,403	84.0	6.0
I	69	31,225	33,636	35,454	68.1	5.6
II	82	24,713	27,000	29,880	89.0	7.1
III	81	21,738	25,680	29,086	77.8	7.1
IV	8	...	32,625	...	87.5	8.1
V	40	21,500	26,642	30,000	90.0	4.9
VI	98	18,000	20,020	23,762	90.8	6.7
VII	131	17,875	21,000	26,347	87.0	5.4
VIII	141	13,910	16,400	19,690	84.4	5.1
IX	119	11,000	13,600	16,604	82.4	5.8
Director of development						
Total	506	15,750	19,235	23,925	77.5	5.7
I	48	22,000	26,775	32,625	85.4	5.5
II	39	18,408	21,346	25,387	71.8	6.4
III	29	17,730	21,000	24,125	72.4	4.8
IV	10	23,680	27,750	32,608	90.0	7.4
V	35	18,750	24,050	27,375	77.1	5.8
VI	28	17,408	23,118	24,500	89.3	5.2
VII	119	16,971	19,200	23,000	73.9	5.3
VIII	106	14,025	16,900	20,000	77.4	5.6
IX	92	12,500	15,000	17,610	77.2	6.3
Controller						
Total	362	13,917	17,219	20,375	85.4	6.8
I	37	22,002	23,500	26,543	91.9	6.7
II	40	16,380	19,171	21,210	92.5	7.8
III	38	15,541	17,800	19,443	73.7	7.8
IV	10	20,250	22,250	24,850	80.0	7.7
V	32	16,141	18,520	21,500	81.3	7.6
VI	33	14,491	16,450	18,640	93.9	6.9
VII	89	14,000	16,900	18,275	88.8	6.1
VIII	47	10,605	13,200	15,610	74.5	6.8
IX	36	9,200	10,900	15,000	86.1	5.9

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TABLE 5.—SALARIES PAID, PERCENT OF OFFICERS IN SAME POSITION IN 1972-73, AND PERCENT OF INCREASE IN AVERAGE SALARY PAID TO OFFICERS CONTINUING IN SAME POSITION IN 1973-74, IN INSTITUTIONS GRANTING THE 4-YEAR BACHELOR'S OR HIGHER DEGREE, BY TYPE OF INSTITUTION (Continued)

Position and type of institution	Number of persons	Salaries Paid in 1973-74			Persons continuing in same position	
		First quartile	Median	Third quartile	Percent	Average increase as percent of average salary
1	2	3	4	5	6	7
Director of public relations						
Total	441	$11,419	$15,523	$19,721	75.3	5.8
I	41	20,524	24,600	29,910	68.3	6.4
II	45	17,775	20,636	23,094	71.1	6.5
III	49	14,581	17,844	19,698	73.5	5.5
IV	5	...	21,500	...	80.0	8.2
V	25	14,707	17,500	18,275	92.0	4.6
VI	48	12,600	15,320	18,846	89.6	5.4
VII	78	11,700	15,195	17,925	83.3	5.1
VIII	105	9,739	11,200	12,950	66.7	5.9
IX	45	8,505	10,464	14,450	68.9	7.2
Director of alumni services						
Total	409	10,548	13,080	15,920	79.0	6.0
I	44	16,000	18,650	23,500	75.0	6.3
II	54	13,287	15,645	18,176	81.5	5.1
III	37	11,681	13,900	15,034	78.4	7.8
IV	7	...	17,295	...	85.7	7.7
V	34	10,507	14,952	16,300	73.5	6.0
VI	33	10,503	12,529	15,133	81.8	6.5
VII	106	10,179	12,400	14,425	83.0	6.4
VIII	73	8,462	10,000	11,450	74.0	5.0
IX	21	8,365	10,000	12,029	81.0	4.5
Head librarian						
Total	787	12,563	16,417	21,445	82.7	5.7
I	73	26,535	29,000	29,975	68.5	6.0
II	84	20,015	22,360	25,000	81.0	6.7
III	83	16,597	19,800	23,900	77.1	5.9
IV	9	...	21,600	...	100.0	4.0
V	43	15,150	17,000	20,250	83.7	5.3
VI	103	14,955	17,094	19,760	86.4	5.4
VII	132	12,956	15,300	17,760	87.1	5.7
VIII	133	10,852	12,700	14,575	87.2	5.1
IX	127	9,875	11,100	13,000	81.9	6.2
Director of athletics						
Total	465	14,158	17,515	21,625	84.5	5.2
I	53	25,224	27,346	30,875	90.6	5.2
II	56	18,560	20,505	23,693	80.3	5.5
III	51	16,770	19,667	22,426	78.4	5.9
IV	10	16,226	19,850	20,400	70.0	5.7
V	35	15,556	17,350	21,900	94.3	4.4
VI	54	14,835	17,350	20,588	83.3	5.8
VII	97	14,000	16,000	17,900	85.6	4.7
VIII	74	10,750	12,525	14,175	85.1	4.7
IX	25	9,000	11,393	12,962	84.0	5.3
Head basketball coach						
Total	340	12,239	14,700	17,667	83.2	6.0
I	52	18,675	21,036	23,004	84.6	6.7
II	64	14,700	16,349	17,664	90.6	7.0
III	33	13,308	14,154	16,580	78.8	7.3
IV	7	...	18,000	...	71.4	12.2
V	25	12,387	14,500	15,937	84.0	5.8
VI	46	12,000	13,500	15,589	84.8	5.6
VII	64	11,000	12,724	14,200	82.8	5.1
VIII	41	9,850	11,080	12,475	78.0	3.8
IX	8	...	9,436	...	62.5	2.4

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